FACT-FILE

Median Salaries of Administrators, 1983-84

	All institutions	1-year change	Public institutions	Private institutions	All universities	4-year colleges	2-year colleges
Chief executive of a system	$67,675	+ 1.4%	$67,675	$62,325	$80,000	$58,000	$59,988
Chief executive of a single institution	58,101	+ 4.5%	57,960	59,625	70,000	56,925	53,000
Executive vice-president	50,184	+ 2.4%	52,187	45,500	59,000	42,510	46,000
Chief academic officer	46,600	+ 5.6%	48,700	42,000	58,500	42,000	41,840
Chief budgeting officer	37,260	+ 5.8%	38,100	36,000	40,000	34,000	33,509
Chief business officer	43,500	+ 4.3%	45,366	40,000	54,080	40,000	38,950
Chief development officer	39,491	+ 5.3%	40,000	39,000	47,489	36,500	31,245
Chief development and public-relations officer	44,000	+ 4.8%	43,700	44,000	51,870	36,750	30,724
Chief health-professions officer	57,835	+ 7.3%	52,545	60,000	87,780	32,992	38,228
Chief personnel and human-resources officer	33,450	+ 6.2%	35,766	29,000	36,250	26,892	35,278
Chief physical-plant officer	31,850	- 0.5%	34,237	28,320	39,800	27,500	28,487
Chief planning officer	41,848	+ 8.5%	43,108	38,000	48,000	35,000	39,323
Chief planning and budget officer	43,368	- 4.9%	43,368	43,000	49,164	35,200	38,328
Chief public-relations officer	28,700	+ 3.7%	32,000	25,080	40,000	24,000	26,069
Chief student-affairs officer	38,340	+ 4.3%	41,403	32,600	48,000	33,000	37,428
Administrator, grants and contracts	33,705	+ 0.6%	36,100	27,200	37,690	25,500	30,348
Administrator, hospital medical center	75,000	+15.5%	72,930	87,006	75,000	—	—
Bursar	25,500	+11.4%	27,888	22,800	28,670	20,475	25,500
Chaplain	23,367	+13.6%	—	22,977	—	21,618	19,667
Comptroller	34,450	+ 4.4%	36,200	31,300	40,008	29,700	30,450
Registrar	27,600	+ 0.4%	31,713	24,363	33,800	24,500	26,975
Director, accounting	27,325	—	30,200	23,100	32,455	21,900	26,939
Director, admissions	30,000	+ 3.5%	31,428	28,800	34,150	28,450	28,500
Admissions and financial aid	32,335	+ 3.8%	30,192	33,660	42,120	30,000	29,745
Admissions and registrar	34,098	—	34,705	26,500	38,000	29,744	34,512
Director, affirmative action, equal employment	32,000	+ 4.5%	31,900	32,000	32,900	31,241	31,239
Director, alumni affairs	24,436	+ 5.0%	27,000	22,087	28,800	21,000	22,000
Director, athletics	34,296	+ 8.2%	37,915	30,143	42,132	29,394	33,325
Men	—	—	—	31,072	36,933	31,550	32,863
Women	—	—	—	23,604	30,718	22,051	25,303
Director, auxiliary services	33,400	+ 5.1%	34,707	30,400	38,732	28,100	25,796
Director, bookstore	19,913	+ 6.3%	22,242	16,650	27,456	16,308	18,833
Director, campus recreation and intramurals	24,297	+ 9.2%	25,091	20,000	25,333	19,903	25,500
Director, campus security	24,640	+ 3.7%	26,602	21,408	28,938	20,791	22,672
Director, church relations	—	—	35,124	25,200	—	23,100	—
Director, community services	30,000	+ 3.1%	31,188	21,000	31,200	21,181	31,519
Director, computer center	34,500	+ 6.4%	36,580	30,400	42,699	29,200	32,667
Academic operations	32,069	—	32,952	31,000	35,000	26,273	27,507
Administrative operations	32,000	—	35,500	28,000	37,560	26,667	29,352
Director, development and alumni affairs	31,500	- 8.5%	35,000	27,600	39,209	28,000	29,094
Director, educational-media services	26,000	+ 5.7%	29,218	20,950	31,270	21,500	27,105
Director, food services	27,636	+ 3.3%	29,150	25,000	32,664	24,600	21,143
Director, foreign students	24,580	+ 0.3%	26,817	22,440	25,198	22,473	24,900
Director, information office	26,965	+ 5.2%	28,380	23,000	30,000	22,680	25,550
Director, information systems	37,680	+ 5.3%	37,680	37,020	41,200	31,800	36,708
Director, institutional research	32,503	+ 2.2%	33,749	27,445	36,864	27,000	30,733
Director, internal audit	31,900	+ 4.8%	32,006	30,500	32,783	24,039	29,100
Director, international-studies education	33,600	+ 3.3%	—	27,300	—	26,816	29,209
Director, learning-resources center	29,543	+ 4.8%	32,436	22,500	33,152	23,094	32,400
Director, legal services	45,200	+ 5.1%	45,000	50,000	46,122	36,002	38,748
Director, library services	32,050	+ 5.5%	36,324	27,450	42,000	27,564	30,010
Director, news bureau	22,910	+ 2.9%	26,806	19,800	26,340	18,800	20,765
Director, personnel and affirmative action	29,285	+ 1.6%	30,529	27,452	32,300	24,070	31,452
Director, publications	25,165	+ 4.8%	27,326	22,906	28,416	22,000	24,100
Director, purchasing	26,998	+ 5.1%	28,365	24,240	30,494	21,850	25,782
Director, risk management and insurance	32,455	+ 6.6%	32,455	31,700	33,915	—	27,079
Director, special and deferred gifts	29,282	+ 0.0%	32,400	28,400	33,800	26,000	27,950
Director, student activities	24,464	—	26,942	19,719	27,600	19,251	26,100
Director, student counseling	29,700	+ 5.3%	32,441	25,000	33,650	24,717	30,000
Director, student financial aid	26,380	+ 5.1%	29,000	22,484	31,327	22,685	26,556
Director, student health services							
Physician	53,032	+ 9.3%	54,690	47,389	55,399	39,900	21,804
Nurse	19,721	+18.5%	21,686	17,820	20,903	17,760	22,530
Director, student housing	22,300	+ 0.8%	27,100	19,250	29,050	19,136	18,741
Director, student placement	25,398	+ 4.6%	28,415	22,050	29,430	22,000	25,235
Director, student union	27,500	+ 5.0%	30,100	22,000	31,529	22,050	24,192
Dean, architecture	54,500	+ 5.8%	54,450	—	56,400	48,222	—
Dean, agriculture	52,500	+ 9.2%	52,500	—	56,500	39,140	28,800
Dean, arts and letters	43,500	+ 8.8%	43,984	40,224	49,700	35,560	37,215
Dean, arts and sciences	48,800	+ 4.9%	48,288	49,117	52,500	45,000	37,760
Dean, business	45,500	+ 5.0%	45,475	45,500	53,988	40,000	36,297
Dean, communications	40,657	+13.2%	41,000	34,487	50,000	34,044	36,913
Dean, continuing education	37,000	+ 5.8%	38,823	33,000	44,100	31,800	34,294
Dean, dentistry	74,808	+ 6.9%	74,000	79,499	75,500	—	—
Dean, education	46,200	+ 3.5%	46,000	39,433	49,200	38,352	42,000
Dean, engineering	55,824	+ 3.3%	54,319	59,700	62,350	42,100	37,900
Dean, experimental programs	—	—	—	—	—	—	34,800
Dean, extension	41,663	+ 1.6%	42,150	—	50,847	33,780	35,845
Dean, fine arts	42,300	+ 0.9%	45,055	37,600	48,500	36,200	37,211
Dean, graduate programs	48,000	+ 4.7%	50,000	41,000	50,000	40,000	—
Dean, health-related professions	41,547	+ 8.8%	41,800	30,000	49,200	37,000	38,250
Dean, home economics	—	—	47,687	—	52,000	35,384	34,357
Dean, humanities	37,088	+ 8.4%	39,141	30,693	47,585	32,547	36,920
Dean, instruction	—	—	—	—	—	—	42,128
Dean, law	72,475	+ 6.9%	70,000	74,214	73,200	61,000	—
Dean, library and information sciences	47,904	+10.1%	47,904	47,600	48,000	47,500	38,362
Dean, mathematics	36,235	+ 7.8%	37,760	30,133	42,120	31,048	37,175
Dean, medicine	98,000	+13.0%	92,160	121,000	99,700	—	—
Dean, music	41,145	+ 8.3%	45,372	38,454	49,233	34,267	27,425
Dean, nursing	40,863	+ 4.8%	41,842	38,000	49,000	37,654	33,964
Dean, pharmacy	59,730	+ 5.8%	60,100	—	—	—	—
Dean, sciences	40,215	+12.6%	41,886	33,563	49,514	36,737	37,964
Dean, social sciences	37,950	+14.7%	38,860	29,589	48,072	33,697	37,950
Dean, social work	50,000	- 0.4%	52,500	38,262	54,387	37,198	—
Dean, special programs	—	—	—	28,339	—	29,656	33,000
Dean, undergraduate programs	44,099	+ 7.6%	45,333	39,453	46,300	38,000	37,531
Dean, veterinary medicine	—	—	66,900	—	66,000	—	—
Dean, vocational education	38,279	+ 1.9%	36,489	—	—	38,608	37,416

— No data
Note: Data are intended only to provide a broad overview.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

NEW FROM
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John D. Millett

CONFLICT IN HIGHER EDUCATION
State Government Coordination Versus Institutional Independence

This new book provides a balanced and comprehensive analysis of the troubled relationship between state governments and institutions of higher education. Using extensive findings from research John Millett and his associates conducted in twenty-five states, the book (1) documents the current degree of state regulation of public colleges and universities; (2) clarifies the main areas of state concern; (3) shows how these concerns often conflict with institutions' goals and desire to be independent; (4) points out specific areas of conflict between state governments and institutions; and (5) suggests ways to reduce conflict, improve cooperation, and reconcile the interests of the two.

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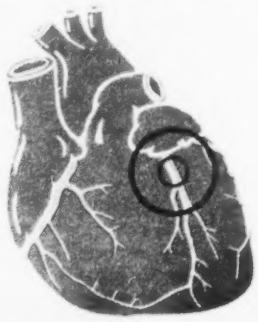

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An anticoagulant that may prove effective in treating people for heart attacks is now being tested. Circled area, above, is enlarged on Page 7 to show effects of treatment.

Tuition increases at most colleges and universities next fall will be several percentage points above last year's inflation rate. Story on Page 3.

The Supreme Court will not review North Carolina's controversial desegregation agreement with the U.S. government. Story on Page 11.

Engineering deans are trying to have the National Science Foundation converted into a National Science and Engineering Foundation. Story on Page 11.

New assistant professors in some disciplines earn an average of $8,000 more than their counterparts in other fields, according to two surveys. Story on Page 15.

Officials of the N.C.A.A. are debating how to divide the money from a $96-million contract for televising Division I basketball tournaments. Story on Page 23.

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Justices Approve Curb on Role of Teachers

Voice in decision making may be limited, they say

By BEVERLY T. WATKINS

WASHINGTON

Faculty members at public colleges and universities have no constitutional right to a voice in policy decisions made by their institutions, the Supreme Court said last week.

"Faculty involvement in academic governance has much to recommend it as a matter of academic policy, but it finds no basis in the Constitution," wrote Justice Sandra Day O'Connor in the Court's majority opinion.

Excerpts from the Supreme Court opinions on faculty participation in campus decision making begin on Page 18.

The decision reversed a federal district court's ruling in a Minnesota community-college case that the exclusion of nonunion members from special committees that discussed policy issues with the college administration violated the First and Fourteenth Amendments.

Four Justices joined Justice O'Connor's majority opinion. A sixth Justice, Thurgood Marshall, agreed with the Court's decision to overturn the lower court but disagreed with the opinion. The other three Justices dissented, with both John Paul Stevens and William J. Brennan writing opinions.

"The Constitution does not grant to members of the public generally a right to be heard by public bodies making deci-

Continued on Page 18, Column 1

Is UNESCO Worth Saving? If It Is, at What Price?

By MALCOLM G. SCULLY

PARIS

The United Nations Educational, Scientific, and Cultural Organization is seriously, if not terminally, ill, in the view of almost everyone associated with it.

However, few at its headquarters here agree on a cure for what ails the 38-year-old agency. Some question whether it is worth saving at all, but most scientists, scholars, and diplomats who have worked with UNESCO say that it should not be abandoned because of its present ill health.

Created in a spirit of optimism and determination at the end of World War II, UNESCO was dedicated to the idea that calamities such as war could be avoided through greater international understanding and cooperation. "Since wars begin in the minds of men," its constitution begins, "it is in the minds of men that the defenses of peace must be constructed."

UNESCO, the constitution adds, would "contribute to peace and security by promoting collaboration among the nations through education, science, and culture in

Continued on Page 26, Column 1

Critics say UNESCO headquarters, shown here, are riddled by mistrust and intolerance.

PHOTOGRAPH FOR THE CHRONICLE BY STEVE MUREZ, BLACK STAR

Scientists Fear Effects of Government's Security Rules

By KIM McDONALD

WASHINGTON

Efforts by the United States government to curb the flow of technical data to hostile countries are worrying many scientists, who fear that a lack of coordination between the Commerce and Defense Departments and among officials in each of those agencies could result in severe restrictions on scientific communication.

"There is an uneasiness not only with the Defense Department, but with other agencies," said C. Peter Magrath, president of the University of Minnesota. "There are people in the woodwork who do not appreciate the sensitivity of universities and other government contractors concerning the need for open communication."

Mr. Magrath and other university people who serve on a panel that regularly advises the Defense Department on university concerns say Pentagon research officials are understanding of their concerns and have given them a voice in developing the department's policies that affect academic researchers.

But many scientists and their Washington representatives say those officials are frequently overruled by others in the department who are less sympathetic to the problems of university research and to openness in science.

In addition, some scientists say, there appears to be little coordination among government agencies on the development of uniform federal procedures to protect national security information, despite the creation of an interagency group by the

Continued on Page 12, Column 1

BETTMANN ARCHIVE

New Scholarly Books for Spring, 1984

A biography of Ty Cobb (*left*), one of the greatest outfielders in the history of baseball, is among the forthcoming books by scholars that will examine elements of the American experience.

For details, see the "Scholarship" section, beginning on Page 5.

'In' Box

The Academy of Independent Scholars is seeking financial help.

The four-year-old organization, made up primarily of senior scholars and "other professionals arbitrarily forced into retirement," continues to receive funds from foundations and government agencies, mainly for specific projects. But Lawrence Senesh, its director and a co-president, says it also needs an extra $50,000 for operating expenses in 1984.

Although its membership, now about 400, has been growing, the cost of its services is several times as high as its income from dues of $30 per year. Mr. Senesh acknowledges concern over a projected deficit but asserts that the academy is still "very much alive"—seeking new members as well as contributions.

For a copy of its latest prospectus, write to the Academy of Independent Scholars, 970 Aurora, Campus Box 64, Boulder, Colo. 80309.

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Laboratory equipment, computers, cars, and furniture are among several hundred thousand dollars' worth of donations from private businesses that 21 private colleges and universities in the South have received, sold, and traded among themselves in recent months through an independent "Company/College Gifts-in-Kind Clearing House" at Davidson College.

The nonprofit program is looking to expand, says its executive director, James W. Herring. He can be reached at Davidson College, Davidson, N.C. 28036; (704) 892-2000.

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$1,000,000,000,000 is the approximate value of all private, state, and local employee-pension funds in the U.S., notes a report by the Investor Responsibility Research Center, Inc., a not-for-profit corporation. According to some projections, the report adds, the funds' assets could reach $4-trillion by 1995.

Some of the largest pension funds are for educators. The Teachers Insurance and Annuity Association and the College Retirement Equities Fund, with nearly 400,000 participants in higher education, have about $30.6-billion in combined assets. Other big funds, according to *Pension & Investment Age*, include the New York State Teachers' Retirement System ($11.3-billion), the California State Teachers' Retirement System ($10.5-billion), and the Teacher Retirement System of Texas ($8.6-billion).

That kind of economic clout, suggests the Investor Responsibility Research Center, provides an important context for what it says is a growing public debate over efforts to increase the role of participants in the funds' investment decisions, especially in the realm of "social investing."

The center's report, *New Directions in the Investment and Control of Pension Funds*, describes the development of pension funds and pressures to change them.

The report, which costs $25, may be ordered from the I.R.R.C., Suite 900, 1319 F Street, N.W., Washington 20004.

Personal & Professional

Salaries of New Assistant Professors Vary More Than $8,000 Across Disciplines

Average in best-paying field is close to $29,000, but in some others it's less than $20,000

By JEAN EVANGELAUF

New assistant professors in some disciplines at four-year colleges this year are earning over $8,000 more, on the average, than their counterparts in other fields, according to two national surveys by the College and University Personnel Association and Appalachian State University.

In accounting, business, and engineering, for example, newly hired assistant professors are receiving average salaries ranging from about $23,700 to nearly $29,000, while their peers in such fields as history and foreign languages are still earning salaries in the upper teens.

The differences are so marked that assistant professors in some fields are being paid more than associate professors in many other disciplines.

"The marketplace is working its will," said Richard Davis Howe, the surveys' research director and professor of higher education and history at Appalachian State.

At public institutions, survey results show that newly hired assistant professors of accounting are being paid an average of $26,862 this year—21 per cent more than the average for all new assistant professors. In contrast, the average salary of new assistant professors of foreign languages is $18,793, or 16 per cent below the overall average.

At private institutions, meanwhile, new assistant professors of business and management are earning $26,963, while their counterparts in physics and mathematics are earning less than $21,000.

The data, based on reports by college and university administrators, covered 31,585 faculty members at 355 private institutions that belong to the American Council on Education, and 46,837 faculty members at 215 member institutions of the American Association of State Colleges and Universities.

Mr. Howe emphasized that the surveys did not include data for department chairmen, whose salaries tend to be higher because of their administrative responsibilities. "It's just the full-time faculty, the people in the trenches," he said.

A table of average faculty salaries in selected fields appears on Page 17.

Overall, the average salary of all faculty members at the public institutions was 5 per cent higher than that of their counterparts at private institutions—$27,395 versus $26,080. At every rank except full professor, faculty members at public institutions earned more than those at private colleges.

Among full professors in private institutions, the highest average salaries were $42,393 in engineering, $40,014 in business administration, and $39,081 in business economics. In public colleges, professors of accounting led with salaries of $37,018.

The surveys, which Mr. Howe said were the largest of their kind, were the third set to be conducted by the personnel association in the past two years. He cautioned against comparing the results from year to year, however, because the participating institutions and fields included have been changed.

Reports of the latest results include the distribution of faculty members in the various ranks for each field. "This highlights the differences between new and old fields," Mr. Howe said.

At private institutions, for example, 15 per cent of the faculty members in computer and information sciences were full professors. In the "old" field of philosophy and religion, however, 41 per cent of the faculty members were full professors.

In addition, the reports include the highest and lowest salaries reported for each rank by field. Next year the association plans to include data on salaries by race and sex, Mr. Howe said.

The two reports are available from the College and University Personnel Association, 11 Dupont Circle, Suite 120, Washington 20036. The price of each is $10 for association members and $20 for nonmembers.

Copies of the reports have been sent to the colleges that participated in the surveys. Special studies that compare salaries for selected groups of institutions are available for $150.

New National Program Lets Faculty Members Sample Academic Life on Other Campuses

By SCOTT HELLER

A faculty-exchange program that works something like a computerized dating service has begun screening applicants for its first set of "matches"—and more than 50 applicants are waiting to learn whether they will be spending part of the next academic year elsewhere in the United States.

Although programs that send American educators to foreign institutions abound, the National Faculty Exchange is one of only a few that attempt to match college teachers and administrators with institutions of their choice in this country.

Developed last year with a $50,000 grant from the Exxon Education Foundation, the exchange program so far has signed up 45 institutions, mainly mid-sized, state-supported colleges and universities. For a $200 membership fee, the N.F.E. acts as an exchange broker for the institutions, attempting to find places for faculty members who apply for temporary positions at other institutions within the exchange.

For a $15 fee, the N.F.E. supplies lengthy application forms to the faculty members and forwards them to colleges and universities in which a candidate has expressed interest. Departments at those institutions assess the candidates and then the N.F.E. completes the matchmaking—either finding places for applicants who have been approved by institutions they chose, or suggesting alternatives.

The exchanges need not be one to one. The N.F.E. works with coordinators on campuses to determine whether the position of an applicant who wants to leave must be filled directly, or whether the college is willing to place someone in another department. Salaries are paid by the applicants' home institutions.

Access to Resources

Claudine SchWeber, an assistant professor of criminal justice at the State University of New York College at Buffalo, is one faculty member awaiting word on a possible exchange. She hopes to facilitate her research on dispute settlement by switching to Towson State University for a year. There she would have easy access to research resources in the Washington area, including the Federal Mediation and Conciliation Service.

"I want to connect with some of these people in D.C.," Ms. SchWeber said. "I want our students to know there are other ways of dealing with negotiations and mediation in the criminal-justice profession."

Ms. SchWeber said the exchange process gave faculty members a chance to "go to another place and sort of vacuum your brain." In addition to the research opportunities at Towson State, she said, she looks forward to the "cross-fertilization" of ideas that can occur in a new teaching environment.

Coordinators of the N.F.E. said most of the participating colleges viewed it as part of their own efforts for faculty and staff development. The colleges can use the exchange to develop new courses and programs, they added.

"The program has enormous potential—we can see ways to really 'network' from campus to campus," said Bette A. Worley, executive director of the N.F.E. and assistant to the vice-chancellor for academic affairs at Indiana University–Purdue University at Fort Wayne.

Ms. Worley also directs the National Student Exchange, which places an average of 2,200 students a year in about 70 colleges and universities. She said demands from some of those institutions had led to an equivalent service for faculty and staff members.

The N.F.E. responds to a need for per-

Continued on Page 17, Column 1

FACT-FILE

Average Faculty Salaries by Rank in Selected Fields, 1983-84

355 Private Institutions

	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$37,018	$30,826	$26,158	$26,862	$20,372	$28,918
Agribusiness and agricultural production	33,038	25,922	22,579	22,229	18,642	27,618
Anthropology	34,366	27,902	22,301	19,297	—	29,014
Architecture and environmental design	34,037	27,343	22,918	21,664	—	26,785
Area and ethnic studies	33,428	28,545	24,709	—	22,006	27,248
Audiology and speech pathology	34,328	27,475	22,663	21,076	19,008	26,930
Business administration and management	35,407	29,983	26,449	25,618	19,796	28,880
Business and management	36,216	30,141	25,912	26,558	19,046	28,901
Business economics	35,331	29,030	24,739	25,110	20,577	28,720
Chemistry	33,344	27,351	21,683	20,669	17,377	29,312
Communications	33,396	26,856	22,010	21,128	17,616	25,113
Communications technologies	31,315	26,823	22,725	—	—	25,644
Computer and information science	36,023	30,631	26,042	25,549	20,055	27,894
Curriculum and instruction	34,348	27,822	22,703	—	17,997	28,344
Dramatic arts	33,838	26,282	20,731	18,896	17,295	25,450
Education	33,334	27,760	22,258	21,255	16,797	28,103
Education administration	35,653	27,398	22,886	—	19,928	30,346
Engineering	36,191	29,936	25,439	25,743	20,824	30,559
Fine arts	31,520	25,692	21,025	19,476	17,744	25,755
Foreign languages	33,647	27,290	22,207	18,793	18,340	27,179
Geographical sciences	33,153	26,820	22,466	21,811	17,754	28,016
Geography	33,598	26,813	22,560	—	20,247	28,128
History	33,022	26,921	22,308	18,605	16,988	29,270
Home economics	31,589	26,250	22,175	20,309	18,013	24,138
Industrial arts education	33,547	27,064	23,012	22,116	18,614	27,347
International relations	—	—	—	—	—	—
Letters	32,867	26,734	21,875	19,634	16,977	26,296
Library and archival sciences	35,026	26,805	21,373	—	16,837	23,823
Life sciences	32,857	26,657	22,003	21,022	17,794	28,367
Mathematics	33,745	27,903	23,144	22,549	16,865	26,971
Multi-interdisciplinary studies	32,711	27,726	22,448	—	17,702	26,577
Music	32,536	26,149	21,698	20,363	18,291	26,076
Nursing	33,185	26,943	22,039	21,378	19,034	23,005
Philosophy and religion	33,140	26,746	21,375	19,158	18,226	27,725
Physical education	32,727	27,146	23,243	21,002	19,071	25,520
Physical sciences	32,654	27,893	23,564	21,637	18,381	28,165
Physics	34,312	27,494	22,846	21,659	18,328	29,660
Political science	33,455	26,823	21,674	19,826	17,965	27,981
Psychology	33,211	27,052	21,920	20,421	17,638	28,159
Reading education	31,419	25,966	22,816	—	—	27,531
Secretarial and related programs	32,139	27,108	22,876	—	17,713	24,767
Social sciences	33,226	27,392	22,770	21,470	18,573	27,231
Sociology	33,924	26,813	21,740	20,371	18,757	26,848
Special education	33,232	27,173	22,547	22,223	18,585	27,091
Student counseling and personnel services	32,569	26,563	21,955	21,670	18,823	28,290
Teacher education, general programs	32,577	27,255	23,226	23,003	19,907	28,272
Theology	—	—	—	—	—	—
Visual and performing arts	32,528	26,088	21,289	20,092	17,342	25,899
All major fields	**$33,552**	**$27,483**	**$22,927**	**$22,245**	**$18,520**	**$27,395**

215 Public Institutions

	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
	$38,016	$30,940	$25,193	$23,692	$19,693	$28,534
	—	—	—	—	—	—
	36,387	27,828	21,922	—	—	28,844
	33,887	31,093	21,916	21,000	21,750	29,020
	—	—	—	—	—	—
	38,548	26,198	22,333	—	17,409	26,281
	40,014	30,017	24,322	24,370	18,339	28,942
	38,028	30,147	25,265	26,063	20,068	29,257
	39,081	29,420	23,647	22,589	20,637	28,988
	33,361	25,676	20,627	19,394	16,118	28,077
	32,225	25,512	20,546	20,232	16,417	23,702
	—	23,205	19,950	—	—	20,455
	35,634	28,470	24,342	23,161	19,422	26,144
	35,424	29,583	21,299	—	—	30,292
	33,242	25,117	20,166	19,463	17,038	24,006
	31,693	25,423	20,885	19,534	17,058	25,423
	29,067	27,319	21,538	—	—	25,629
	42,393	31,705	28,438	28,662	22,563	35,569
	31,857	24,189	19,950	18,892	16,882	24,046
	32,822	25,773	20,801	19,182	16,940	25,404
	38,644	28,565	23,402	—	—	31,707
	36,178	27,627	22,805	—	—	28,642
	32,561	25,760	20,348	19,125	16,651	27,522
	28,919	22,582	19,412	—	15,983	20,563
	—	—	—	—	—	—
	35,863	28,672	—	—	—	32,691
	31,608	24,633	19,740	19,002	15,725	24,718
	—	22,541	18,836	—	16,629	20,649
	33,484	25,843	21,090	20,508	15,800	27,023
	34,633	25,676	21,427	20,635	17,093	26,007
	35,263	27,727	23,453	—	16,040	24,391
	29,566	23,757	19,430	18,888	16,158	23,476
	31,111	24,707	20,253	19,586	16,891	20,885
	30,991	25,217	20,304	19,122	16,404	25,945
	29,568	23,998	20,329	17,885	16,747	21,848
	28,949	24,645	19,923	—	16,678	23,836
	36,461	27,650	22,348	20,998	17,353	30,538
	35,216	26,669	21,319	20,307	17,617	27,791
	33,616	25,088	20,211	19,982	16,183	26,129
	39,064	27,956	20,801	—	—	26,363
	—	22,279	17,267	—	14,829	18,025
	31,609	24,263	19,999	20,212	16,712	23,955
	33,578	25,240	20,366	20,137	16,523	25,385
	29,348	22,824	19,144	—	17,191	22,336
	28,859	24,991	—	—	—	25,084
	27,440	23,223	19,072	19,981	15,732	22,696
	30,903	25,167	20,901	19,003	16,875	25,587
	30,338	24,441	19,913	19,961	17,215	23,464
	$33,776	**$26,086**	**$21,373**	**$21,023**	**$17,178**	**$26,080**

* Includes data for new assistant professors

— Indicates fewer than 10 positions in a rank or fewer than 50 overall. The data are included in the averages for all ranks and for all fields.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

New Faculty-Exchange Program Begins

Continued from Page 15

sonnel changes at a time of drastically decreasing mobility in higher education, Ms. Worley said. Unlike the mid-1970's—when jobs were plentiful, attendance at conferences was the norm, and sabbaticals were widely available, she said—life in academe is now too often stagnant.

"It's a real eye-opener to get off your own campus for a change," said the N.F.E.'s associate director, Wendel L. Wickland, director of special programs at the State University of New York College at Buffalo. When people remain at one institution, he said, "it's very easy to concentrate on problems—to see only the negative. Once you start getting off your campus, you see what was good about where you were. It's a breath of fresh air."

Those intangibile benefits are often overshadowed by career considerations and logistical problems, the N.F.E.'s coordinators acknowledged. They said they urged exchange applicants to weigh the effects of academic displacement—the fear, Mr. Wickland said, that leaving their home campuses, even for only for a semester, will hurt their careers—as well as of moving costs and the need to uproot family members and find new housing.

Ralph V. Norman, vice-provost of the University of Tennessee at Knoxville, coordinates the N.F.E. program there. He said it was most suited for faculty members at mid-career—those who have gained tenure and established themselves in their field of research.

"It would typically be a person who has done well already in what faculty are expected to do, and is now interested in exploring the resources and collegiality of another place," Mr. Norman said.

Most Applicants Tenured

Of the N.F.E. applicants so far, about two-thirds are in the fine arts, the liberal arts, or education—disciplines that Ms. Worley said "originally were the ones with the most need for this sort of program." All but a handful of the applicants are faculty members, and all of them are tenured.

One administrator has applied so far—Lawrence W. Belle, assistant vice-president for faculty and program development at the Rochester Institute of Technology. He said he hoped to learn about another institution's mechanisms for strategic planning in an exchange of one to three months. Although strategic planning has little to do with his work at R.I.T., he said, the institution has given him permission to go.

"I am genuinely interested in the question, just intellectually," he said, "and maybe someday I can do it here or somewhere else. If I gain some skills in strategic planning, that will be one more thing I can do that will make me useful to someone."

More information about the National Faculty Exchange and the National Student Exchange may be obtained from Bette A. Worley, National Faculty Exchange, 2101 Coliseum Boulevard East, Fort Wayne, Ind. 46805; telephone (219) 482-5736.

The Faculty Exchange Center, an informal national clearinghouse, produces a directory for faculty members interested in arranging temporary exchanges for themselves. The center's address is 952 Virginia Avenue, Lancaster, Pa. 17603.

There are several regional exchange programs, including one run by the Southern Regional Education Board, as well as programs in California, Michigan, and Pennsylvania.

Critical Thinking and Values: Walking the Tightrope

A conference for those concerned with the place of values in the curricula of higher education and an opportunity for the exchange of views and methods on the treatment of values issues in the classroom.

March 29 - 31, 1984
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Sidelines

Southern Methodist University has set its lawyers to work to find out who sent out bogus letters on fake S.M.U. stationery in an attempt to undermine the university's football recruiting efforts.

The letters, which were sent to at least two top high-school prospects, said that a six-month-old National Collegiate Athletic Association investigation of the university's football program had been completed and that sanctions had been imposed.

An investigation of S.M.U. by the N.C.A.A. is indeed in progress, but the association has made no charges against the university.

Bob Hitch, athletic director at Southern Methodist, said it was difficult to tell just how much the letters had affected the recruiting of football players.

He did note, however, that one sought-after player had told the university that the N.C.A.A. investigation was one of the reasons he went elsewhere.

"We're going to a lot of effort to find out who wrote the letter," Mr. Hitch said. "We feel that this could be a good way to set an example to people who don't belong in college athletics to stay out of it."

He said the case was probably not a matter for the N.C.A.A. to investigate and that it would probably be pursued in the courts under the mail-fraud laws.

▪

Byron, Shelley, and Keats, not well known for their athletic prowess, have nevertheless been linked to Louisiana Tech University's most vaunted exponent of the slam-dunk, a maneuver in which a basketball player leaps high in the air to deposit the ball directly and forcefully into the goal.

To publicize the outstanding performances of its 6-foot-9-inch, 250-pound sophomore, Karl Malone, known as The Mailman because "he always delivers," the university has distributed to reporters 500 bookmarks, to each of which is attached a small piece of glass.

The recipients were alerted to the significance of the shard by a statement on the bookmark:

"To show that he [The Mailman] believes in finesse as well as sheer, bone-cracking power, he wants you to have this Karl Malone Bookmark, accented by a piece of the second backboard he shattered, for you to use on those quiet, penetrating occasions when you share your thoughts only with Byron, Shelley, Keats, and maybe a ham sandwich."

▪

Prompted by assaults on female joggers, members of the Kappa Delta Rho fraternity at the University of Oregon struck upon the idea of establishing what they say is the country's first joggers' escort service for women.

Each week, from five to 15 women use the service, now more than a year old. A client is picked up at her door by a male jogger and accompanied on her own route at her own speed for whatever distance she wishes to run.

Athletics

NCAA Weighs Plans to Divvy Up Money from a TV-Rich Basketball Tournament

By N. SCOTT VANCE

Leaders of the National Collegiate Athletic Association are debating how to divide the money from a record-breaking, $96-million contract for televising the annual Division I basketball tournaments from 1985 through 1987.

That sum is nearly twice as much as was paid to the association over the previous three years, and some officials fear that a corresponding increase in prize money for winning teams would tempt more coaches to break recruiting and other rules.

Currently, teams in the tournament divide 60 per cent of the money taken in from the television contract and from ticket sales. The N.C.A.A. spends the remaining 40 per cent on services for its members.

If those proportions were followed for 1985, the top four teams in the 64-team tournament would be paid $737,900 each, up from $614,000 this year and $530,000 in 1983.

In addition, the four teams losing in the regional finals would be paid $590,300 each; the eight teams losing in the regional semifinals would get $442,700; and the 16 losers in the second round would get $295,200. Even the 32 teams losing in the first round of the tournament would get $147,600 each.

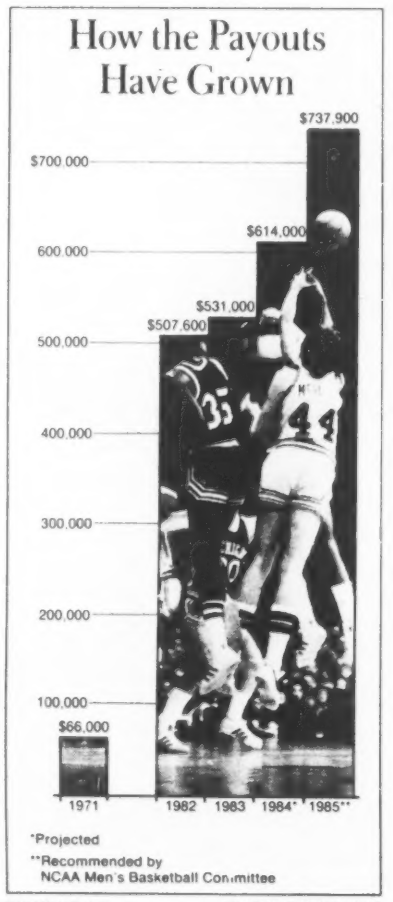
Most institutions share their winnings with other colleges in their conferences. But several members of the N.C.A.A.'s executive committee, which decides how to divide the basketball-tournament receipts, believe payoffs of that size would be too high. They want to use a greater proportion of the money to pay for other services.

Among the suggestions:

► Paying *per diem* expenses to teams participating in N.C.A.A. championships in all sports. Such expenses were paid until the association began sponsoring women's championships in 1981, when doing so became too expensive.

► Financing catastrophic-injury insurance for athletes, which institutions will soon be able to purchase on their own, for up to $7,500 annually.

► Establishing a "quasi-endowment" or reserve fund for the N.C.A.A., to be drawn upon in future years if receipts from television contracts or other sources decreased. No determination of how to spend the money would be made at this time.



SOURCE: N.C.A.A. CHART BY TYLER FEATHER

Money paid to each of the four finalists in the N.C.A.A. basketball championship has gone up dramatically in recent years.

The endowment proposal was made to the N.C.A.A.'s executive committee in January by Kenneth J. Weller, president of Central University of Iowa. The committee discussed the matter briefly, then postponed further consideration until its August meeting.

"The amount paid to winning teams is of such a magnitude that it does create a temptation which has led to some abuses," Mr. Weller said.

He said his proposal would succeed in putting a cap on those payoffs, while at the same time not offending officials at institutions with prestigious basketball teams. Many of those officials oppose using money earned by the Division I championship tournament to benefit institutions in other divisions.

At its January meeting, the executive committee also received a recommendation from the N.C.A.A. men's basketball committee, which urged that no changes be made in the way tournament revenues are divided.

David R. Gavitt, chairman of the basketball panel and commissioner of the Big East Conference, said his committee had concluded that the higher payoffs would not be too large.

About 90 per cent of the institutions in the tournament belong to conferences that require them to share the prize money with other conference members, he noted. As a result, he added, about 260 of the 278 institutions in Division I get some income from the tournament.

Mr. Gavitt also pointed out that an institution gets about $600,000 if its football team appears on television during the season, and often far more than that for appearing in bowl games.

"That indicates that we're not out of line here," he said.

Schools Found Not Telling Athletes About Academic Rules

CLEMSON, S.C.

Most high-school principals know about the new academic requirements for freshman college athletes that were adopted over a year ago, but fewer than half of them have taken steps to inform their students of the changes, a new survey indicates.

The survey's authors, three associate professors of education and an athletic counselor at Clemson University, also concluded that the National Collegiate Athletic Association had not fulfilled its obligation to inform high-school officials and athletes of the requirements.

The requirements were adopted by the N.C.A.A. in January, 1983, and are embodied in what is commonly referred to as "Rule 48," which takes effect in 1986. Starting in August of that year, college freshmen who want to compete in athletics must have scored at least 700 (out of a possible 1,600) on the Scholastic Aptitude Test or at least a 15 (out of 36) on the American College Testing Program's examination, and have at least a 2.0 (out of 4.0) high-school grade average in a specified curriculum of 11 courses.

Those who fail to meet the requirements will be allowed to attend universities on athletic scholarships, but will not be eligible to compete in their first year. The rule applies only to 277 institutions in the National Collegiate Athletic Association's top competitive bracket, Division I.

Repeated Predictions

The rule's proponents have repeatedly predicted that its adoption would prompt high schools to make sure that their top athletes were taking college-preparatory courses, passing them, and learning enough in the process to meet the standardized test-score requirement.

But that has not yet happened, according to the survey's authors.

"The kids that will be affected by this rule are sophomores now," said Gene Jenkins, one of the study's authors and an associate professor of education, "so you would think there would be immediate action by the high schools, not only because of the 11 academic courses that will be required, but also because of the minimum test-scores."

The other authors of the survey are John H. Walker and Marvin C. Woodson, Jr., also associate professors of education, and Joseph R. White, Jr., the academic athletic director at Clemson.

In light of such inaction, the authors said, the N.C.A.A. has "a particular responsibility" to make sure high-school officials know the particulars of the rule, so that they can counsel potential college athletes about it.

The association should distribute information to schools free of charge, the researchers said, including audio-visual ma-

Continued on Following Page